

House File 686 - Introduced

HOUSE FILE 686
BY CROKEN

A BILL FOR

- 1 An Act providing for paid medical leave and providing penalties
- 2 and remedies.
- 3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. Section 10A.202, subsection 2, Code 2025, is
2 amended to read as follows:

3 2. The department is responsible for the administration of
4 the laws of this state under chapters 88A, 88B, 89, 89A, 90A,
5 91A, 91C, 91D, 91E, 91F, and 92, and such other labor-services
6 duties assigned to the department or director.

7 Sec. 2. Section 10A.204, subsection 3, Code 2025, is amended
8 to read as follows:

9 3. The director, in consultation with the labor commissioner,
10 shall, at the time provided by law, make an annual report to
11 the governor setting forth in appropriate form the business and
12 expense of the division and department under this subchapter for
13 the preceding year, the number of remedial actions taken under
14 chapter 89A, the number of disputes or violations processed by
15 the division or department and the disposition of the disputes
16 or violations, and other matters pertaining to the division
17 or department under this subchapter ~~which~~ that are of public
18 interest, together with recommendations for change or amendment
19 of the laws in this chapter and chapters 88, 88A, 88B, 89, 89A,
20 89B, 90A, 91A, 91C, 91D, 91E, 91F, and 92, and sections 85.67A
21 and 85.68, and the recommendations, if any, shall be transmitted
22 by the governor to the first general assembly in session after
23 the report is filed.

24 Sec. 3. NEW SECTION. **91F.1 Definitions.**

25 As used in this chapter, unless the context otherwise
26 requires:

27 1. "Child" means a biological, adopted, or foster child, a
28 stepchild, a legal ward, or a child of a person standing in loco
29 parentis, regardless of the child's age or dependency status.

30 2. "Director" means the director of the department of
31 inspections, appeals, and licensing.

32 3. "Employee" means a natural person employed for wages by an
33 employer in this state.

34 4. "Employer" means a person that employs for wages in this
35 state.

1 5. "Health care provider" means a physician or other health
2 care practitioner licensed in this or another state.

3 6. "Health condition" means an illness, injury, impairment,
4 physical condition, or mental condition that requires diagnosis,
5 treatment, or care by a health care provider.

6 7. "Medical leave" means a leave from work taken by an
7 employee made necessary by a health condition of the employee or
8 a child, parent, or spouse of the employee.

9 8. "Parent" means a biological, adoptive, step, or foster
10 father or mother, or any other individual who stands in loco
11 parentis to an employee or who stood in loco parentis when the
12 employee was a child.

13 Sec. 4. NEW SECTION. **91F.2 Paid medical leave.**

14 1. An employer shall provide an employee at least ten days of
15 paid medical leave per calendar year.

16 2. Payment for such leave shall be equal to the earnings the
17 employee would otherwise have received but for taking such leave,
18 calculated based on the length of the pay period in which the
19 employee is ordinarily compensated.

20 3. If the employee's earnings vary from pay period to
21 pay period, the payment shall be based on an average of the
22 employee's earnings in the three pay periods preceding such
23 leave. If the employee's earnings are not paid on a periodic
24 basis, the payment shall be based on the average earnings the
25 employee received in the previous three months.

26 Sec. 5. NEW SECTION. **91F.3 Employer rights.**

27 1. An employer may require advance notice of leave taken
28 under section 91F.2 when taking such leave is reasonably
29 foreseeable.

30 2. An employer may require an employee to provide written
31 documentation from a health care provider, consistent with
32 applicable state and federal privacy laws, within one week of
33 an employee returning from leave under section 91F.2, that such
34 leave was taken due to a health condition.

35 Sec. 6. NEW SECTION. **91F.4 Enforcement — rules.**

1 1. The director shall enforce this chapter. This chapter
2 shall be enforced pursuant to chapter 91A.

3 2. The director shall adopt rules pursuant to chapter 17A
4 to administer this chapter. Such rules may establish additional
5 procedures, requirements, and definitions necessary to implement
6 this chapter.

7 EXPLANATION

8 The inclusion of this explanation does not constitute agreement with
9 the explanation's substance by the members of the general assembly.

10 This bill requires an employer to provide an employee at least
11 10 days of paid medical leave per calendar year.

12 The bill defines "medical leave" as a leave from work taken
13 by an employee made necessary by a health condition of the
14 employee or a child, parent, or spouse of the employee. The bill
15 defines "health condition" as an illness, injury, impairment,
16 physical condition, or mental condition that requires diagnosis,
17 treatment, or care by a health care provider.

18 The bill provides that payment for medical leave shall be
19 equal to the earnings the employee would otherwise have received
20 but for taking such leave, calculated based on the length of
21 the pay period in which the employee is ordinarily compensated.
22 The bill provides for other methods of calculating earnings
23 applicable to certain employees.

24 The bill authorizes an employer to require advance notice of
25 medical leave when taking such leave is reasonably foreseeable.
26 The bill authorizes an employer to require an employee to provide
27 written documentation from a health care provider, consistent
28 with applicable state and federal privacy laws, within one week
29 of an employee returning from medical leave, that such leave was
30 taken due to a health condition.

31 The bill is enforced by the director of the department of
32 inspections, appeals, and licensing. The bill is enforced
33 pursuant to Code chapter 91A, which provides for civil remedies
34 and penalties.

35 The bill requires the director to adopt administrative

1 rules to administer the bill, which may establish additional
2 procedures, requirements, and definitions necessary to implement
3 the bill.

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